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Welcome Aboard . . .

THE NAVAL SEA SYSTEMS COMMAND

. . . Your Choice for Career Opportunities

Offering Excellence in Naval Ship and Shipboard
Weapons Design, Engineering, Integration, and Acquisition

THE NAVAL SEA SYSTEMS COMMAND

The fast-attack submarine, SSN 709, named in honor of Admiral Hyman G. Rickover, former Deputy Commander of NAVSEA's Nuclear Propulsion Directorate, and "Father of the U.S. Nuclear Navy."

Introducing NAVSEA. . .

If you have the qualifications the Naval Sea Systems Command is seeking for its civilian employees, you will be rewarded with a unique career experience.

Why?

Because you are directly involved in accomplishing NAVSEA's ship responsibilities for the U.S. Navy and for almost every navy in the free world.

These responsibilities require scores of different positions ranging from highly-specialized nuclear engineers, to naval architects, to electronic engineers, to inventory management specialists, and secretaries. A profile of the most prominent job categories located at Washington Headquarters is shown on page 7. Most of these job categories are also found in the Command's field offices.

As a NAVSEA employee, you feel a sense of pride and satisfaction in contributing to the defense of your country and its interests abroad. And, unlike some jobs, you can see the results of your efforts — well designed and equipped ships smartly riding the high seas!

If you are interested in learning more about NAVSEA, its people, products, and career opportunities, read on. . .

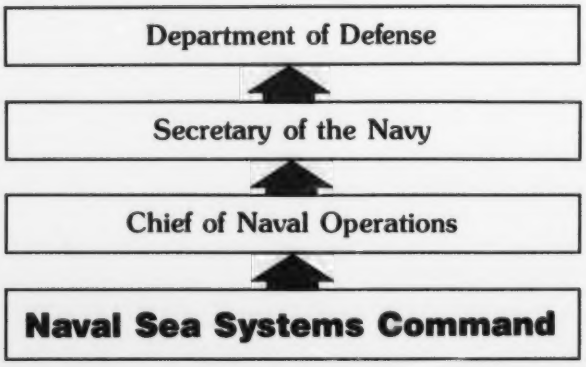
The Aegis guided-missile cruiser (CG 47 Class), left, and the Aegis destroyer (DDG 51 Class) will form the backbone of the Navy's surface fleet well into the 21st Century. Both classes have the ability to perform anti-air, strike, surface, and anti-submarine warfare missions.

The Naval Sea Systems Command:

Yesterday and Today . . .

NAVSEA Headquarters is located in Arlington, Virginia, across the Potomac River from Washington, D.C., and less than a mile from the Pentagon.

NAVSEA is the Navy Department's central activity for designing and engineering U.S. naval ships and shipboard weapons and combat systems. Its expertise in these areas stem back to the Bureau of Construction, Equipment, and Repair and the Bureau of Ordnance and Hydrography, created in 1842, and the Bureau of Ships established in 1940. NAVSEA's line of authority within the Department of Defense follows:



NAVSEA has responsibility for the design, engineering, integration, and acquisition of naval ships, submarines, shipboard weapons systems, and combat systems for the U.S. Fleet.

NAVSEA's responsibilities also include the maintenance, repair, modernization, and conversion of existing ships, combat systems, and shipboard weapons systems at home and abroad.

Providing technical, industrial, and logistics support, and ensuring the proper design and development of contractor-furnished shipboard systems are other important NAVSEA functions.

In addition, NAVSEA coordinates naval ship conversion and repair for both the Department of Defense and the Military Sealift Command, and supports ship construction for the Maritime Administration.

The Command has one of the largest budgets in the Department of Defense. Its $20-plus billion annual budget places NAVSEA among the nation's top business enterprises when comparing the value of assets, number of employees, and budget using *Fortune* magazine criteria.

TICONDEROGA Class guided-missile cruisers (CG 47) and ARLEIGH BURKE Class destroyers (DDG 51) feature the Aegis combat system which detects, tracks, and engages hundreds of targets simultaneously in all environments such as electronics counter-measures and bad weather.

The Aegis combat system is the most advanced anti-air system in the world and will continue to counter the full spectrum of anti-missile threats well into the 21st Century.

READEX FICHE best copy available

"(NAVSEA's) $20-plus billion annual budget places it among the nation's top business enterprises. . ."

NAVSEA's People and Professions

NAVSEA employs over 100,000 civilians in a wide variety of occupations throughout the world to support its broad naval ship and shipboard weapons responsibilities. The Command considers all occupations of equal importance, for they all form a solid link to ensure our providing the U.S. Fleet with the highest engineering standards for surface combatants, submarines, and shipboard weapons systems. The following profile shows the diversity of the major occupations required to support NAVSEA's shipbuilding weapons program.

Design Contrasts. . .

A Spruance Class destroyer (top) at sea and a rendering of the amphibious assault ship WASP (LHD 1).

Partial Listing of NAVSEA's Diverse Occupations

Accounting Technicians
Administrative Officers
Attorneys
Budget Analysts
Clerk-Typists
Computer Programmers
Computer Scientists
Contracting Specialists
Engineers
Engineering Technicians
Industrial Specialists
Inventory Management Specialists
Logistics Specialists
Mail Clerks
Management Analysts
Mathematicians
Naval Architects
Physicists
Program Analysts
Quality Assurance Specialists
Secretaries
Security Specialists

Profiles of several of these occupations follow, but the duties may vary depending on the level of the position. Inexperienced personnel may wish to apply for entry-level positions or internships in many of these occupations.

Administrative Officer

Preferred Education: High school graduate; bachelor's degree desirable, but not required.

Preferred Experience: Administrative and management experience; ability to show tact and diplomacy in dealing with people.

Possible Assignments: Filling vacancies with the best qualified personnel; keeping all positions descriptions current; updating staffing plans.

Budget Analyst

Preferred Education: Undergraduate or graduate degree in public administration with emphasis on governmental budgeting or public finance.

Preferred Experience: Budgeting experience in a government agency; experience in accounting or finance.

Possible Assignments: Budgeting for ship or weapons construction, repair, logistics; if hired as a graduate Co-Op Student, having rotational assignments in the Office of the Secretary of Defense, with Members of Congress on Capitol Hill, or with the Office of Management and Budget.

Contracting Specialist

Preferred Education: Undergraduate or graduate degree in business administration or economics; law degree.

Preferred Experience: Computer usage; statistics.

Possible Assignments: Contracting for various commodities, such as ships, radars, research and development, torpedoes, weapons systems, and nuclear reactors.

Engineer

(Hull, Mechanical, Electrical and Electronics Systems)

Preferred Education: A degree in electrical, electronics, mechanical or general engineering from an accredited four-year college; a post-graduate degree; a professional engineer's license is desirable.

Preferred Experience: Three years in design, construction, operation or maintenance of any of the following: naval ships/submarines; combat systems; commercial ships; off-shore oil drilling rigs; commercial electrical utility plants; electrical, heating/ventilation/air conditioning; hydraulic fluid handling systems at an industrial facility.

Possible Assignments: Designing and developing naval ships, submarines, shipboard weapons and combat systems; submarine systems performance monitoring; inspecting equipment development and application; serving as a member of a submarine or surface ship test team.

Logistician

Preferred Education: Engineering or business degree.

Preferred Experience: Working level experience in any of the logistics elements, such as supply support, technical documentation, or training.

Possible Assignments: Managing one or more logistics elements in an acquisition program; coordinating all logistics support for ship class overhauls; managing all logistics for an equipment or system.

Computer Scientist

Preferred Education: Computer science degree (four years) from an accredited college.

Preferred Experience: Three years in one or more of these areas, including data base management, engineering and technical analysis programming (FORTRAN), management information; computer center and network operations; electronic data communications; and secure transmission.

Possible Assignments: Developing computer-aided analysis programs for engineering assessments; training non-computer operators to use personal computers; applying artificial intelligence programming to submarine performance monitoring; designing combat systems.

Secretary

Preferred Education: High school graduate; good English usage and ability to spell correctly; typing; shorthand.

Preferred Experience: Previous secretarial experience; knowledge of word processing equipment; flexibility; willingness to learn new tasks; enjoying working with people; receptive to new ideas.

Possible Assignments: Serve as the secretary to a branch or division director, or to the head of a directorate.

These foregoing occupations are found in these directorates:

- Acquisition
- Amphibious, Auxiliaries, Mine and Sealift Ships
- Comptroller
- Contracts
- Industrial and Facility Management
- Logistics
- Nuclear Propulsion
- Ship Design and Engineering
- Submarines
- Surface Combatant Ships
- Weapons and Combat Systems

or in these program management offices:

- SSN 21 Fast Attack Submarine Acquisition
- Submarine Combat Systems
- Combatant Craft, Service Craft and Amphibian Acquisition
- Surface Ship Propulsion Systems
- Mine Countermeasures and Minesweeper (Hunter) Ships Acquisition
- Marine Corps Assault Amphibian Vehicles
- Amphibious Warfare and Strategic Sealift
- Auxiliary and Special Mission Ships Acquisition
- Aircraft Carrier Ship Acquisition
- SSBN 726 Trident Submarine Acquisition
- Guided Missile Frigate (FFG 7 Class) Ship Acquisition
- Aegis Shipbuilding
- Torpedo MK 48 Weapon Systems
- Directed Energy Weapons
- MK 50 Torpedo
- Mine Warfare Systems
- Navy Shipboard Embedded Computer Systems
- Surface Combatants Vertical Launching Systems
- Surface Ship Anti-Submarine Warfare Combat System
- Phalanx Close-in Weapon System
- Anti-Submarine Warfare Standoff Weapon
- Vertical Launch Anti-Submarine Warfare Missile

Broad Occupations Underscore NAVSEA's Personal Achievements

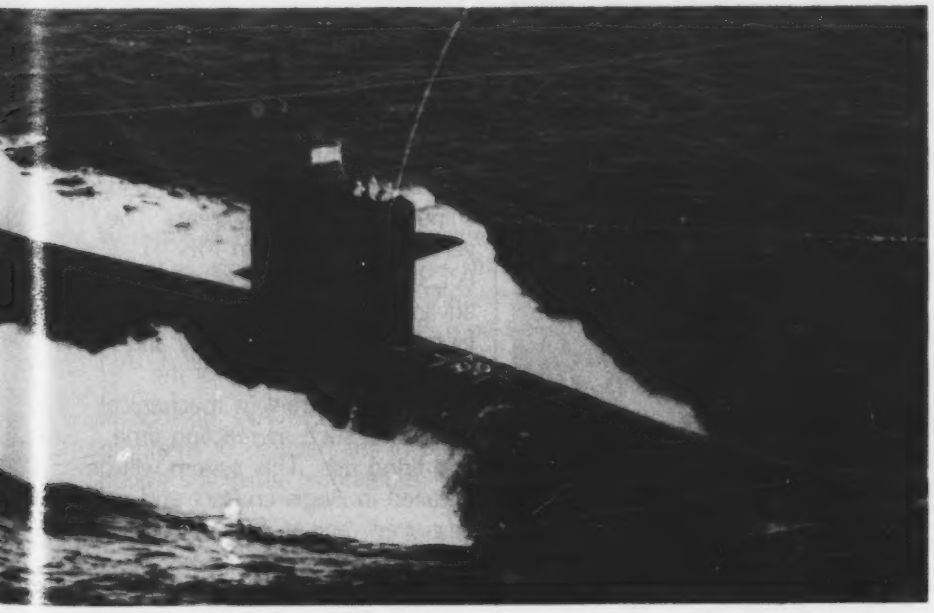
NAVSEA's achievements are a result of the Command's thousands of employees pulling together toward a common goal of naval engineering excellence! Highlights of these many achievements follow:

- Shipbuilding contracts totaling $3.8 billion, including a Trident submarine, three SSN 688 fast-attack submarines, three Aegis cruisers, an amphibious assault ship, four fast logistic ships, a dock landing ship, two oilers, three mine countermeasures ships, and a hospital ship.
- Overhauls of 43 surface ships, nine submarines, and three aircraft carriers in private and public shipyards.
- A 55 percent increase in competitive awards compared to the previous year.
- Award of 63 contracts greater than $50 million in a fiscal year.
- Announcement of the shipbuilder to build the lead ARLEIGH BURKE Class destroyer.

The nuclear-powered Trident submarine, USS GEORGIA (SSBN 729), on sea trials.

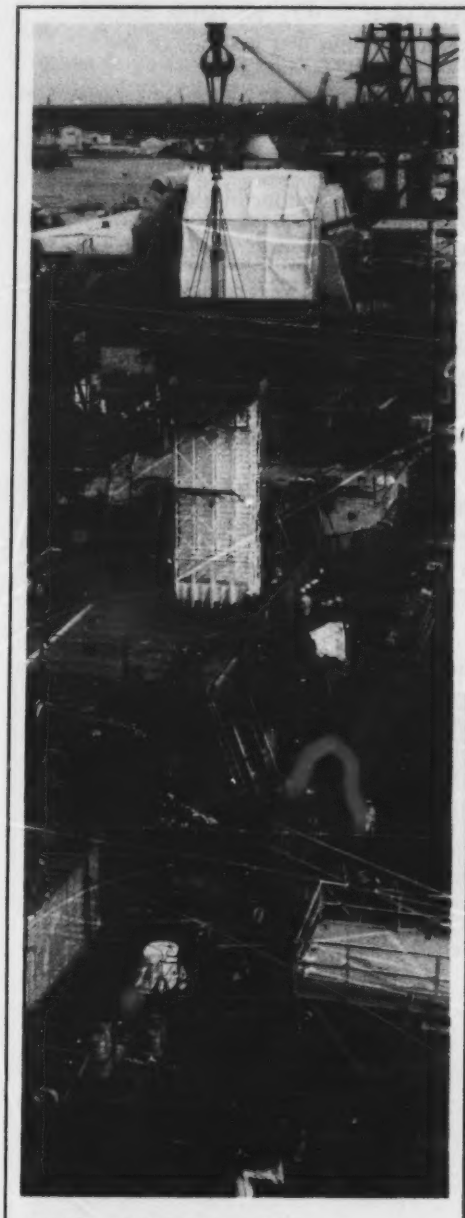
- Award of shipboard weapons and combat systems contracts totaling $7 billion.
- Deployment of USS TICONDEROGA (CG 47), an Aegis guided-missile cruiser, to the Mediterranean with the first loadout of the Standard Missile 2 Block II.
- Delivery of ten medium range missile systems.
- Establishment of the Office of Robotics and Autonomous Systems.
- Command sponsorship of 30 NAVSEA Institute courses at Virginia Polytechnic Institute — State University, with 452 employees enrolled.
- Continuing enhancement of the Commander's Development Program which grooms high potential mid-level employees to fill key management positions.

While these successes are only a small fraction of the Command's yearly achievements, they provide a cross-section of the products resulting from NAVSEA's expertise in the design, construction, modernization, and maintenance of U.S. naval ships and shipboard weapons systems.



Why NAVSEA Is Unique

NAVSEA gives employees a unique career environment in many ways.



Installation of a vertical launch missile delivery system (VLS) in the guided-missile cruiser, BUNKER HILL (CG 52). See page 16 for a VLS launching.

Rubbing Elbows with the Best ★

Its pre-eminent role in designing and engineering naval ship and shipboard weapons systems enables employees to make important contacts in their fields of expertise:

- Contacts in other Navy and government offices, such as naval laboratories and weapons stations;
- Contacts within the defense industry, at private laboratories, research institutions, professional associations, universities, colleges, and with foreign navies.

What better way to refine your expertise to support naval ship and shipboard weapons design and engineering?

Latest Applied Technology ★

NAVSEA exposes employees to the latest technology in designing and engineering naval ships and shipboard weapons systems. The vertical launch system MK 41 (VLS) is an example of such advanced technology. The VLS launches missiles vertically and helps overcome many of the limitations inherent in mechanical launchers, such as reaction time and firing rate. This system will be installed in Aegis cruisers and destroyers, and in SPRUANCE destroyers. VLS is only one of many state-of-the-art technologies that NAVSEA is developing and implementing.

Major National Defense Role ★

NAVSEA also gives employees a deep sense of satisfaction knowing that their efforts contribute to a stronger U.S. Navy. Seapower is playing an ever more vital role in U.S. military strategy as the nation seeks to maintain an effective multi-ocean profile — from the Pacific to the Indian Ocean, to the Caribbean, to the North Atlantic. Fresh ideas from new civil servants are always needed to enable us to meet ever-increasing commitments with limited resources.

Competitive with Industry ★

Designing and engineering naval ships and shipboard weapons systems are two of the greatest challenges in the engineering profession. NAVSEA's leadership in these fields makes it the country's foremost authority in these areas. In most cases, NAVSEA takes the lead, and industry follows to meet the Navy's requirements, supporting the Command's initiatives and direction for meeting Navy Department's goals. You will find rewarding experiences as you innovate to meet challenging new ship-related requirements rather than settling for the status quo in other industries.

Numerous Challenges ★

NAVSEA offers its managerial employees unique opportunities to control multi-million dollar projects for developing, designing, and engineering shipboard hull, electrical, mechanical, weapons, and combat systems equipment. At NAVSEA, you can achieve a level of responsibility not available in other engineering environments within equivalent periods.

NAVSEA also gives managers opportunities to develop guidelines, set schedules, and develop criteria for their programs. This broad authority gives managers an excellent chance to develop and demonstrate their leadership, and to bring out the fullest potential of their subordinates. Success in providing such leadership ensures continuous flow of Command expertise and successive leadership in all professional disciplines.

Whether at Headquarters or in the field, managers control both the technical aspects and the purse strings of their programs. They also travel extensively — from Norfolk, Virginia, to Subic Bay, the Philippines. They may even travel to Western Europe in support of NAVSEA's involvement in NATO shipbuilding activities.

In addition, NAVSEA gives managers the responsibility for presenting their programs to counterparts in other Navy Department offices, public and private shipyards, laboratories, weapons stations, and the U.S. Congress.

More important, the Command encourages managers to stretch their creative ability as they resolve technical questions. And, by virtue of gaining expertise in the world's largest ship design, engineering, and procurement activity, managers become the nation's (and perhaps the world's) most authoritative sources for their program specialties.

The nuclear aircraft carrier, USS CARL VINSON (CVN 70).

Research and Development Initiatives ★

NAVSEA also allows employees to participate in deciding how best to obtain naval ship capabilities once the Department of Defense and Navy leadership determine what naval ship and shipboard weapons capabilities are required for national strategy. It does this primarily by sponsoring and directing research and development (R&D) at various organizations. The technology base of R&D is performed primarily at naval R&D centers and laboratories and at educational and other non-profit institutions. Commercial contractors account for the bulk of NAVSEA support in advanced engineering and operation systems development.

Diversified Training ★

NAVSEA has an extensive training program for employees at all levels. Internal courses provide program, management, and administrative knowledge. Short-term training and long-term studies at leading colleges and universities provide ample opportunity to keep professionally up to date. The NAVSEA Institute also provides numerous technical and non-technical courses to develop and maintain employee expertise in specialized fields.

It's Commander's Development Program also grooms high potential individuals for future leadership roles in the Command. Mid-level employees may compete to enter this three-year program which offers rotational assignments in Headquarters and the field, as well as specialized academic instruction.

Good Promotion Prospects ★

NAVSEA provides excellent career advancement opportunities at all levels.

The Upward Mobility Program, which enables lower-level employees to enter new career pathways, has been very successful. Beyond GS-12, as in any large organization, promotions are generally competitive and based on merit.

Civilian employees are hired at either the General Schedule (GS) or General Management (GM) level depending on their positions and responsibilities. Salaries, when combined with other fringe benefits such as vacation and sick leave, and health benefits, are competitive with private industry. Contact the personnel office (see page 17), or see NAVSEA's recruiter, for the latest salary ratings.

Broad Fringes ★

NAVSEA's fringe benefits are competitive and sometimes more attractive than those offered in the private sector. Employees are offered life insurance, health benefits, retirement, up to five weeks of vacation (depending on length of service), and 13 days of sick leave annually. There are also the extensive training opportunities as previously described.

Earn Extra $ in the Reserves ★

Civilian engineers can earn an extra salary by accepting a direct obligation for active naval service (unless mobilized in time of war). The only obligation is to attend two days of weekend drills per month (four days' pay for two days' drill) and two weeks of active duty training yearly. You are paid both your civil service salary plus military pay for these two weeks. For further information, contact NAVSEA's Reserve Program Office (202) 692-5926. Collect calls are accepted.

The Tomahawk cruise missile launched from the Vertical Launch System.

Headquarters or Field Vacancies

Whether you decide on a Headquarters or field location, NAVSEA has a major role for you to meet its national commitment. And regardless of the location, your position will be equally challenging. Naval shipyards, for example, are NAVSEA's largest field activities. They are located across the country in:

Long Beach, CA	Pearl Harbor, HI	Philadelphia, PA	Portsmouth, VA
Vallejo, CA	Portsmouth, NH	Charleston, SC	Bremerton, WA

For locations of other NAVSEA offices outside the United States, please contact the Personnel Office at the numbers shown below.

We have told you about NAVSEA's role in designing and engineering naval ships and shipboard weapons systems. We have also told you about the people and professions making up the Command, some of our yearly achievements, and why NAVSEA is such a terrific place to develop your career. Many of our products are also shown in the photographs. If we have convinced you to inquire about a career at NAVSEA, contact us as suggested below.

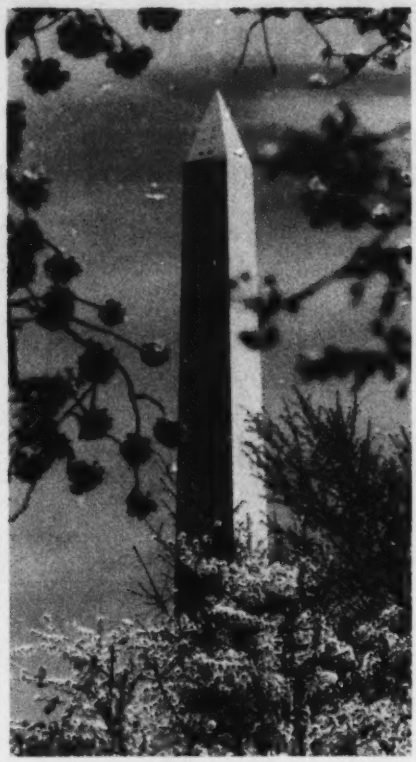


Photo by Sam Hoffman

The Washington Monument is one of many familiar sights you will see locally if you select NAVSEA Headquarters as your employer.

Where to Apply

To arrange for a NAVSEA interview, please call:

Engineering:	
(Toll-free)	(800) 368-3338
In Virginia:	(202) 692-1591
Non-Engineering:	(202) 692-4133

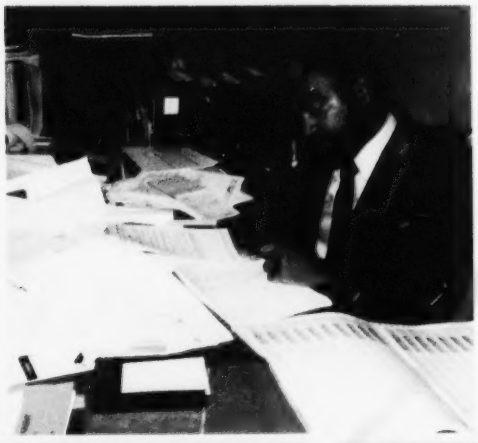
Written employment inquiries should be directed to: Consolidated Civilian Personnel Office — Crystal City (CCPO-30C), Naval Sea Systems Command, Washington, D.C. 20376.

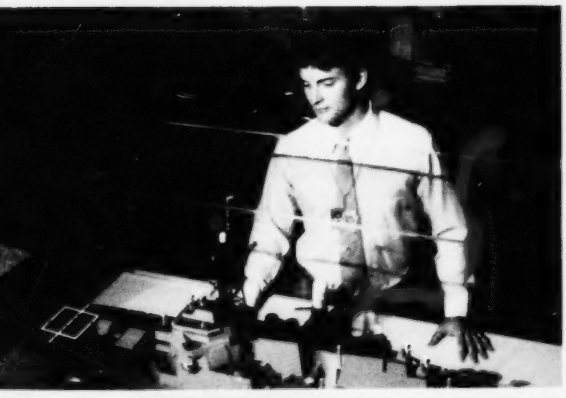
Visits concerning employment may be made at the Consolidated Civilian Personnel Office, located in Crystal Mall 2, Room 430, 1921 Jefferson Davis Highway, Arlington (Crystal City), Virginia.

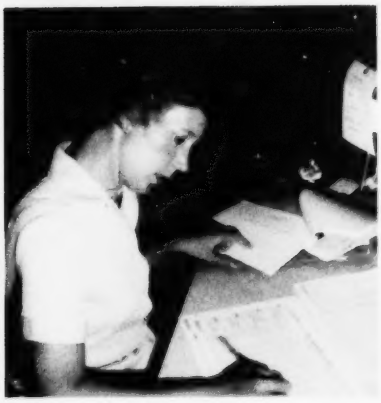
Questions concerning shipbuilding-related issues should be addressed to the Congressional and Public Affairs Office (OOD), Naval Sea Systems Command, Washington, D.C. 20362, (202) 692-6920.

The important thing is, don't delay submitting your application. Mail it today!

NAVSEA Is People, Pride, Professionalism.







NAVSEA is an equal employment opportunity employer.